

NewsBULLETIN

Volume 10 Number 4

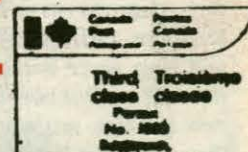
UNITED NURSES OF ALBERTA



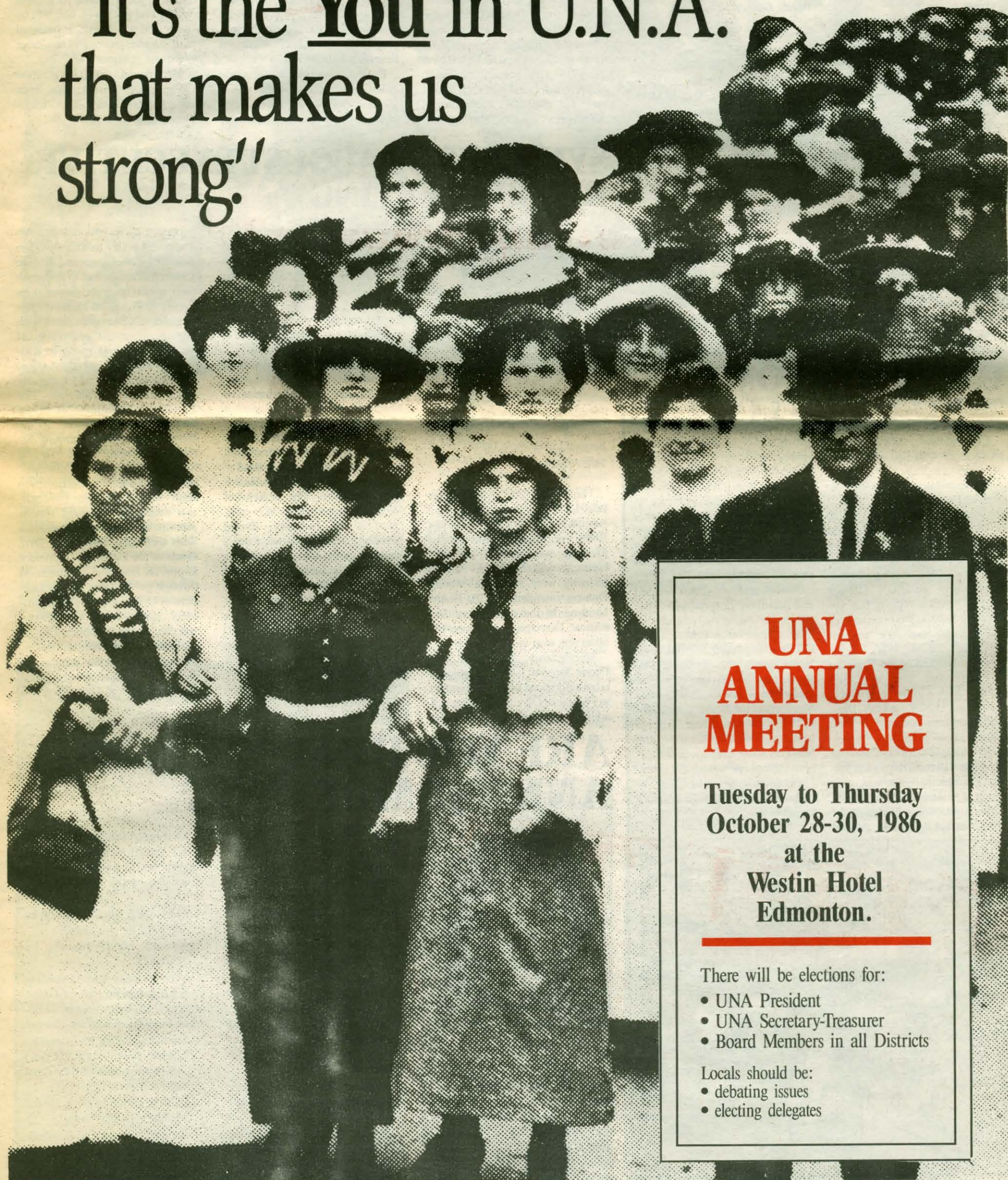
September/October 1986

ANNUAL MEETING

Suite 760
Principal Plaza
10303 - Jasper Ave.
Edmonton, Alberta
T5J 3N6



"It's the You in U.N.A.
that makes us
strong."



UNA ANNUAL MEETING

Tuesday to Thursday
October 28-30, 1986
at the
Westin Hotel
Edmonton.

There will be elections for:

- UNA President
- UNA Secretary-Treasurer
- Board Members in all Districts

Locals should be:

- debating issues
- electing delegates

EXECUTIVE DIRECTOR'S Report

by Wendy Danson

As this is my first opportunity since my appointment as Executive Director to say a few words to the membership, please allow me to say how pleased I am to have been chosen as your new Executive Director.

I have thoroughly enjoyed my three plus years as an Employment Relations Officer with U.N.A., and have never found a dull moment. If my first two months in my new position are any indication, that will soon become an understatement.

I look forward to my continuing contact with those of you with whom I have worked in the past; and anticipate meeting many other active members of U.N.A. over the next several months.

With the coming of Fall, much membership activity appears to be geared towards the October Annual Meeting. Soon you will have all the various reports and recommendations before you for your consideration. It is very important that Local Executive members and delegates debate these carefully and thoroughly amongst themselves and their membership prior to coming to the Annual Meeting. It is only by doing this that delegates will be able to become involved in meaningful and constructive debate at the Annual Meeting. While there



Wendy Danson

are some 30 constitutional amendments and over 60 policy resolutions, it appears that the key issues to be debated at this Annual Meeting will be the financial direction of the United Nurses of Alberta, as well as a very important policy direction for the U.N.A. in terms of its involvement with the Alberta Department of Labour and its stance on the issue of Compulsory Arbitration.

These and other decisions must be made thoughtfully and carefully. And with as much input from as broad a spectrum of the membership as possible.

The issues are there. The challenge to participate becomes yours.

U.N.A. WELCOMES THREE NEW LOCALS

Congratulations to the members of three new U.N.A. Locals - #140, #154, and #155.

Nurses employed at the Youville Nursing Home have received a certificate and are now members of the new U.N.A. Local #154. President Ruth Vivian says there are nineteen members employed at the institution, most of whom are part-time. Employment Relations Officer David Thomson reports that the Notice to Bargain has been served, and negotiations are set for September 22-24, 1986, in St. Albert. Members of the Negotiating Team are President Ruth Vivian, May Timms, and David Thomson. U.N.A. wishes these new members success in their negotiations.

U.N.A. welcomes the Canadian Red Cross (Blood Transfusion Services) nurses in Edmonton. The new U.N.A. Local #155 represents twelve nurses who will bargain for a first contract in October, thereby

introducing a new Collective Agreement to U.N.A. - one which Barbara Surdykowski, Employment Relations Officer, says will need to be quite different from contracts covering nurses doing other kinds of work. We wish this new Local every success in bargaining and offer our solidarity in their first contract negotiations.

Nurses at the Magrath General and Auxiliary Hospital and Nursing Home District #29 have recently been certified as U.N.A. Local #140, encompassing 14 employees. Negotiations for a Collective Agreement are to take place on September 30 and October 1, 1986. Members of the Negotiating Committee are President Cheryl Martens, Barbara Caldwell, and Nao Fernando, Employment Relations Officer. We welcome this new Local to U.N.A. and extend our support in their up-coming negotiations.



PROFILES COLUMN

Wendy Danson, Executive Director

by Trudy Richardson

On July 7, 1986, Wendy Danson was appointed Executive Director of the United Nurses of Alberta.

Prior to this date, Wendy was employed by U.N.A. as an Employment Relations Officer, a position she held since April, 1983.

Her trade union experience began in 1971 as a Coordinator and Field Representative for the Federation of Children's Aid Staff in Ontario. In 1974 she became a Staff Officer for the Research Council Employees Association in Ontario. She moved to Vancouver in 1975 and became a Staff Representative and Research Assistant for the B.C. Government Employees' Union. During her

employment with the B.C.G.E.U., Wendy was on loan to the Communication Workers of Canada on the Bell Canada organizing campaign in Toronto; and on loan to the Alberta Union of Provincial Employees on the organizing campaign at the University of Alberta. In 1978, Wendy became Senior Organizer and Union Representative for the Alberta Union of Provincial Employees. During her employment with A.U.P.E. she was on loan to the P.E.I. Public Service Association on the organizing campaign of the P.E.I. Addiction Research Foundation.

Prior to working in the trade union movement, Wendy was a social worker. She holds a Bachelor of Arts degree, and is currently

enrolled in the Master of Public Management, Post Graduate Degree Program, Faculty of Business, at the University of Alberta.

While Wendy's credentials are impressive, they are secondary to her commitment to trade unionism. When asked what her life's ambition is, she unhesitatingly says she is committed to the expansion and development of public sector trade unions. She brings an enthusiasm and a vision to her work. As an Employment Relations Officer, Wendy's skills and knowledge made her an invaluable resource to U.N.A. members, and a reliable co-worker to U.N.A. staff. Those of you who have worked with Wendy, know the high levels of competence and knowledge which she consistently applies to tasks. Those of you who have yet to meet Wendy and work with her, will be impressed with her organizational skills and her thorough knowledge of labour relations.

Her appointment to the position of Executive Director has been welcomed by both U.N.A. members and U.N.A. staff.

SYNOPSIS OF AUGUST EXECUTIVE BOARD MEETING



by Barbara A. Diepold
Vice-President

The August Board Meeting was held in UNA's Provincial Office August 11-15, 1986. This is the last Board meeting prior to the Annual Meeting and plans as well as business regarding the Annual Meeting were finalized. Wendy Danson, attended her first Board Meeting in the capacity of Executive Director, with three (3) observers also in attendance.

Membership, Executive and Phone fan-out lists will now be cross-referenced by the Secretaries in Provincial Office and changes of address will also be given to the

accounting staff. Information will be provided at the 1986 Annual Meeting on Free Trade issues as they relate specifically to the economy and health care issues. The current policy regarding cancellation of scheduled workshops was amended so that if cancellation becomes necessary, it shall be done over the signature of the Executive Director. This process will alleviate the premature or unintended cancellation of workshops.

Health Unit Negotiations were reviewed with a recommendation adopted for the upcoming round of negotiations affecting the Health Unit members. The review of Hospital negotiations will take place at the November Board Meeting with Hospital Locals being requested to submit their analysis to the Executive Director prior to the Annual Meeting in order that a total "picture" can be provided by the membership as well as Executive Board Members.

The Board met as a Committee of the Whole in order for each Board member and the Executive Director to present and discuss the priorities of the Union, suggested budget cuts, and a review of the

proposed Constitutional Amendments and Policy Resolutions. The Standing Committees and Ad-Hoc Committees then met to deal with their agenda items and preparations for the 1986 Annual Meeting. The Legislative Committee dealt with the proposed Constitutional Amendments and Policy Resolutions, and reviewed Annual Meeting deadlines which directly affect their Committee. The Editorial Committee proposed changes to the content of the Newsbulletin. The "Standing Articles/Columns" are to be "Suggested Articles/Columns" and the EPO, in conjunction with the Executive Director, can determine the most timely, relevant articles. To be consistent with the Long and Short Term Goals of the Editorial Committee to provide teaching and direction through publication, the publications of UNA are to be philosophically directed as educational vehicles as these publications, in particular the Newsbulletin, reaches the greatest number of members in a cost-efficient manner. The Editorial Committee will

Continued on page 8

ARE YOU READY FOR THE ANNUAL MEETING?



by M.T. Caughlin
Secretary-Treasurer

The past year has proven to be one in which we have all been stretched in ways we would not have thought possible. We have come through it admirably, and I believe have grown stronger for the exercise.

The 1986 Annual Meeting should reflect this and be more exciting than ever, judging from some of the policy resolutions submitted.

What is your position on the Arbitration issue?

Do you think U.N.A. should amend its policy regarding the Labour Department?

What you you think U.N.A.'s goals for 1987 should be?

Do you think U.N.A. should change the amount of dues paid (i.e. 1.1% of gross salary) to a flat rate per person system?

What size would be appropriate for an efficient, effective Executive Board?

Would a smaller Executive Board meet your needs and concerns regarding proper representation?

All these questions will be raised at the Annual Meeting, and don't forget about questions that could be raised during the Budget presentations:

How much funding should be set aside for delegates?

Should Local rebates be changed?

What priority should funding for negotiations have or Grievance/Arbitration activity or Education Workshop attendance?

Should all Local Presidents be funded automatically? Could that funding be decreased from current?

Should funding for Board Members be decreased?

Should District Meeting attendance be funded?

Continued on page 8

AN ATTACK ON ONE IS AN ATTACK ON ALL



by Trudy Richardson

All across Canada workers are being confronted with layoffs, plant closures, lockouts, concessions, reduced wage offers, and anti-strike legislation. With or without the right to strike, workers are "hitting the bricks", and are being met with police violence on the picket lines, arrests, fines, court injunctions, and government back-to-work legislation. Turn on your television any night - pick up your newspaper any day - and what do you see?

- Newfoundland government employees attacked and arrested by the police.
- Thunder Bay grain handlers

locked out and on strike - threatened with back-to-work orders.

- Edmonton Ambulance drivers locked out by The Ambulance Authority - the first lock-out of its kind in Alberta history.
- A.U.P.E. strikers handed court injunctions limiting their picket lines.
- International Woodworkers of America strikers at Ziedler's plant in Slave Lake received concession demands from their employer; over 1/2 of the 90 strikers have been arrested.
- International Woodworkers of America strikers in B.C. faced

with company applications to the Labour Board to have Union votes invalidated.

- 300 Potash workers in Lanigan, Saskatchewan, on strike since March 1986, silenced by court injunction from talking to people or truck drivers crossing the picket lines.
- M.I.O.W. workers in Fort McMurray locked out, on strike and over 145 of its members arrested.
- U.F.C.W. Lakeside Packers' workers in Brooks still on strike after two years.
- U.F.C.W. strikers at Gainers in Edmonton arrested by the police; restricted by court injunctions; faced with the "disappearance" or their pension fund; and harassed and arrested for picketing local businesses still buying Gainers' products.
- B.C. nurses threatened with lock-

outs—"there will be no strikes in B.C. during Expo", said former Premier Bill Bennett.

On September 10, 1986, the front page story in the Toronto Globe and Mail announced a major fund-raising event, "the best fund raiser in the history of Canada" says Peter Pocklington. Brian and Mila Mulroney, and Peter Pocklington have organized an Oiler-Canadian hockey game to raise \$1.5 million dollars for cystic fibrosis research. While the cause is a worthy one, the \$5,000 per couple price tag, the black tie cocktail party for 700 guests at the Prime Minister's residence, the V.I.P. Lounge at the arena, and the post-game dinner at the National Arts Centre with Dinah Shore - all these costly antics are one more indication that governments and employers, using the police and the courts, are openly collaborating (with taxpayers dollars) to support the power inequality that exists between management and workers. While workers face police violence,

arrests, court injunctions, unemployment, and financial loss, employers like Peter Pocklington publicly flaunt their tax shelters, their legalized robbery of pension funds, and their expensive social events.

The United Nurses of Alberta strongly supports the struggles of workers in this country. At every bargaining table, U.N.A. faces the same combination of forces which is determined to take away hard-fought gains and to prevent any further improvements in the wages and working conditions of nurses. U.N.A. knows that each time it goes to the bargaining table it is stronger because other workers are engaged in a national struggle to uphold the rights of workers.

U.N.A. welcomes John Ventura, President of U.F.C.W., Local 280P at Gainers; Don Marchand, President of the McMurray Independent Oil Workers Union; and John Booth, President of A.U.P.E., as its guest speakers at the 1986 U.N.A. Annual Meeting.

M.I.O.W.

M.I.O.W. - Local 707 ECWU

DATE OF STRIKE:

Have been on strike/lock-out since May 1, 1986.

NO. OF MEMBERS:

1,000 - recently affiliated with the Energy and Chemical Workers Union.

ISSUES OF STRIKE:

- Suncor (the employer) stated they can remain a viable enterprise at \$15 per barrel (world oil price).
- When the world oil price was still above \$15 per barrel, Suncor announced a 40% reduction in 1986 spending.
- M.I.O.W. cooperated even though it meant 250 layoffs of workers.
- M.I.O.W. wants to maintain its current contract for 1 year.
- Suncor is demanding excessive concessions in overtime rates, seniority and layoff procedures,

and the elimination of contract clauses that have been mutually agreed to for the past 15 years.

EVENTS:

- Two days before the strike/lock-out, the provincial government awarded Suncor \$23 million in royalty reductions. Suncor still locked-out its workers.
- Although the M.I.O.W. picket was legal and non-violent, 160 R.C.M.P. officers were brought in to limit the effectiveness of the line. Estimated cost to taxpayers: \$185,000/day.
- 145 M.I.O.W. members have been arrested and charged under the criminal code.
- In September 1986, the Labour Relations Board dismissed Suncor's charges that the Union falsely represented the company's latest offer to the strikers.
- On September 12, 1986, Suncor fired striking workers.

A.U.P.E.

A.U.P.E. - Local #50 (A.L.C.B. workers)

DATE OF STRIKE:

August 1, 1986.

NO. OF MEMBERS:

2,200 members.

ISSUES OF STRIKE:

- Job security.
- Permanent full-time employees have been replaced with casual and part-time workers who have no guarantee of hours.

EVENTS:

- Court injunctions have limited numbers of pickets.
- Picketers have been arrested on the picket lines.
- Court injunctions bar specific union leaders from the picket lines.

U.F.C.W.

U.F.C.W. Local 280P - Gainers

DATE OF STRIKE:

June 1, 1986.

NO. OF MEMBERS:

1,080 members.

ISSUES OF STRIKE:

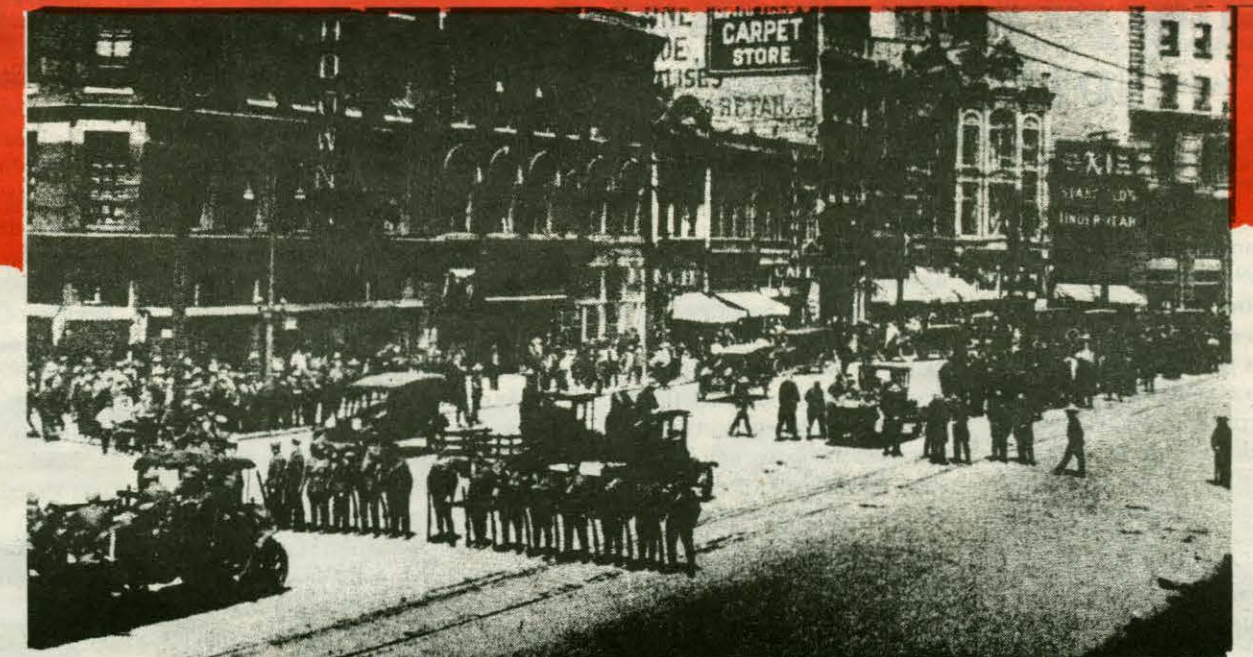
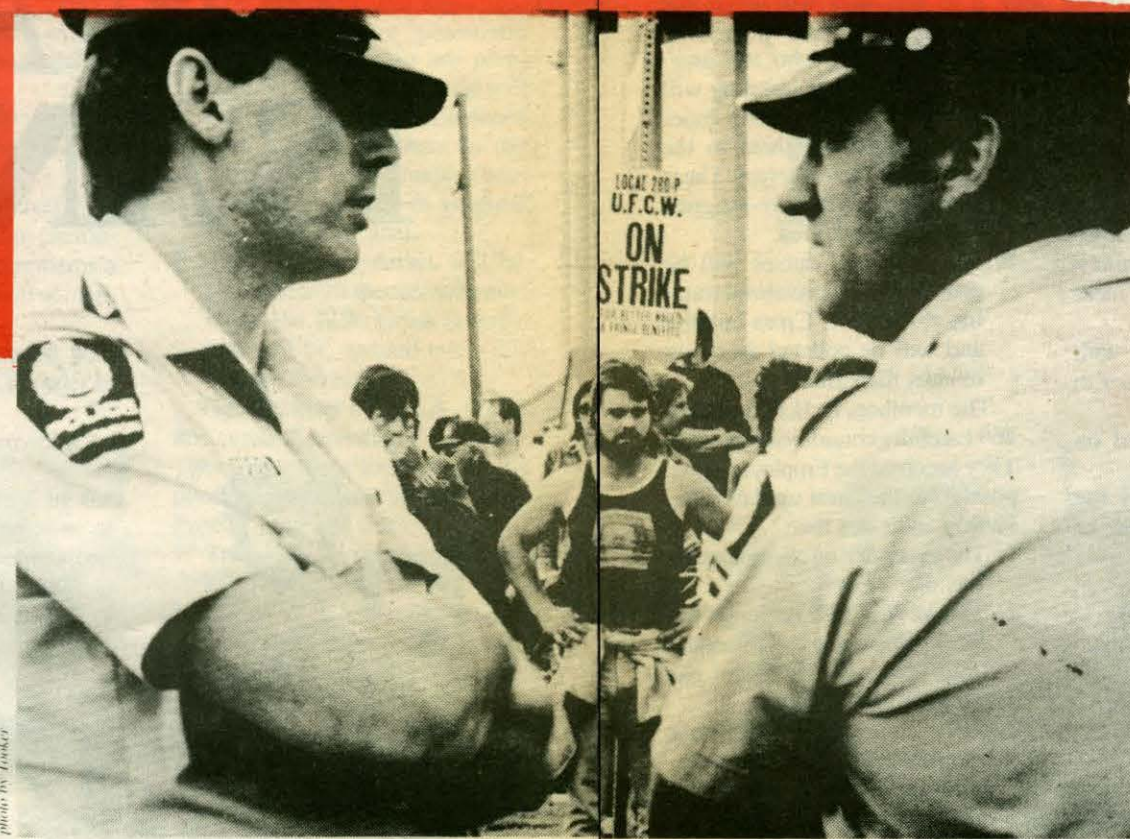
- In 1984 Gainers' negotiators bullied U.F.C.W. into giving concessions, and in return promised the Union a share in future profits.
- In 1986 Gainers refused to honour its 1984 promises and demanded further concessions.
- At issue is the Union's demand for parity with other Alberta and Cana-

dian packing house workers - a parity they had until 1984 wage and benefit cuts.

Parity means wage parity (\$12.50 /hour base rate with a 24 month period to get to base rate) Parity means benefit parity (100% employer payment of benefit premiums for all workers), and an extension of benefits to the same coverage as the rest of the industry.

Parity means work condition parity (overtime for Saturday work, one additional holiday, voluntary overtime)

EVENTS OF STRIKE:
(See next pages)



Police zealously enforce the court injunctions at Gainers

Mounted police holding Main Street in Winnipeg, June 21, 1919.

GAINERS STRIKE—PART OF A HERITAGE UNTOLD

Gainers strikers in U.F.C.W. 280P are amongst the latest workers to face the combined forces of the employers, police, governments and courts of Alberta.

U.F.C.W. strikers are part of a long line of courageous workers who have struggled to protect the rights of Alberta workers. Theirs is a story worthy of the telling.

by Trudy Richardson

U.F.C.W. Local 280P members began a legal strike at 12:01 a.m., June 1, 1986. At 12:01 a.m. on June 2, Fletcher's workers began a strike in Red Deer.

June 1/86 • a truck runs over a U.F.C.W. worker.
June 2/86 • 3 picketers are arrested.

• a court injunction limits total pickets to 42, 6 per gate.
June 3/86 • 115 picketers arrested including A.F.L. President.

June 4/86 • total arrested rises to 134.
• 3 picketers injured in Red Deer - at Fletcher's Meat Packing Plant.
• Pocklington states he will never sign another Collective Agreement.

June 5/86 • another 98 picketers arrested at Gainers.

June 6/86 • more arrests.

June 10/86 • another injunction prohibits any citizen from picketing in the prohibited zone around Gainers. All pickets must sign a picket duty register that must be open to police inspection at all times. Picket patrols are prohibited and the 24 pickets that are allowed must be stationary, and be at least 60 feet away from the gates. No pedestrians in groups of three or more may halt at any time within the prohibited zone. No vehicular traffic may stop in the zone. No public address system can be used in the prohibited zone. Any person in violation of the injunction shall be

arrested and restrained by a Police Officer and brought before a Justice of the Court of Queen's Bench

June 11/86 • Labour Minister Ian Reid appoints a Disputes Inquiry Board.

June 12/86 • 10,000 workers gather at the opening of the Legislature to demand a change in the labour laws.

June 23/86 • a coalition of 26 groups and individuals filed a court affidavit protesting the court injunctions. This coalition included the United Nurses of Alberta. A similar affidavit was filed by the Edmonton Criminal Trial Lawyers' Association
July 10/86 • Al Dubensky files his Disputes Inquiry Board Report.

July 22/86 • the application by the 26-member coalition was dismissed. The Trial Lawyers' application was admitted and the June 10/86 injunction was amended to eliminate the prohibited zone for all those other than UFCW members.
July 25/86 • the Disputes Inquiry Report is rejected by both sides.

July/86 • more police violence on the Gainers picket lines.
• more arrests of picketers
• the A.F.L. coordinates a campaign to change Alberta's labour laws.

August/86 • U.F.C.W. strikers picket local businesses still buying Gainer's products. Strikers arrested

THE STRIKE CONTINUES

while picketing outside city businesses.

• Alberta Minister of Labour, Ian Reid announces a Labour Review Committee to travel throughout the world prior to making recommendations for changes in Alberta labour laws. The A.F.L. and the Building Trades Council are not consulted.

Sept/86 • U.F.C.W. Local 280P is called back to the bargaining table. Talks break off within two days. Pocklington will not honour his 1984 promises.

Sept 10/86 • U.F.C.W. Local 280P is fined \$12,500.00 for violation of picket injunctions.

• In June of 1883, 25 well-trained Mounted Police were sent from Regina to break a strike of 130 railway workers near Medicine Hat.

• In the same year, a posse of constables from Calgary barracks was recruited by the C.P.R. to protect railway property during a strike by railway engineers and firemen.

• In 1885, Inspector Sam Steele, and the Mounted Police intervened in a strike in Rogers' Pass. During a brawl between strikers and police, one of the strike leaders was shot in the shoulder by a policeman. A number of strikers were arrested and fined, or sentenced to six months of hard labour.

• In 1903 the United Brotherhood of Railway Employees went out on strike in Vancouver. The strike spread across B.C. and Alberta and into Manitoba. The C.P.R. was reported to be "ready to spend \$1 million dollars to break the U.B.R.E." A Union leader was shot while picketing C.P.R. tracks in Vancouver. Longshoremen, ships' crews and teamsters all joined the strike. The Royal Commission appointed to investigate the dispute, recommended that the Unions be incorporated and held liable for damages, and that boycotts, "unfair" lists, and "scab" lists be outlawed. The commission further proposed jail for any non-British subject who led or incited strikes. It also condemned picketing.

• In 1908 another railway workers' strike in southern Alberta was broken by the C.P.R. It recruited three hundred strike-breakers to work in the Calgary shops and housed them in boarding cars with all supplies brought to them by the company and the place guarded by special constables.

• In 1905, after ten days of a miners' strike, a detachment of Lethbridge Mounted Police was brought in to guard mine property and protect strike-breaking miners.
• In 1912 the militia in Edmonton was ordered to put down disturbances arising from a strike of city labourers working on sewer

construction.

• In 1918 Calgary city employees, teamsters and truck drivers downed tools and began a general strike. Within 24 hours five strikers were in jail. The Borden cabinet issued an order outlawing the public use of fourteen languages. Work stoppages were made illegal.

• In 1919, the Winnipeg General Strike mobilized workers in practically every major centre in the West to strike action. Prime Minister Borden who was at a peace conference in Europe, received a telegram from his worried cabinet suggesting that a warship be sent immediately to Vancouver. The Army built up an inventory of troops, and put them on alert. The Commanding Officer of the Mounted Police in Edmonton wrote a confidential memo saying:

"I am taking all precautions with regard to our own arms, and our men and horses are being trained for emergencies. Revolvers have been fired in the stable to

accustom the horses to the sound. I have also had the horses out on the range with carbine and revolver, also machine guns, which has worked admirably."

• In 1920, 3,400 miners went on strike in Alberta's coalfields, around Drumheller. One Big Union members on strike were ordered to cease their activities by a Supreme Court injunction.

• In 1931, the combined forces of the Alberta Provincial Police, C.P.R. officers, and Edmonton City constables were used against unemployed workers "riding the rails". These unemployed workers were arrested, jailed, fined and/or ordered out of Edmonton.

• In 1931, troops were sent into Edmonton to quell an unexpected riot of unemployed workers.

• In 1932, police and unemployed clashed in Edmonton when thousands of farmers and unemployed workers from across the province came to Edmonton to present a list of demands to the Brownlee

government. Authorities refused the protestors a parade permit. When they tried to march to the Legislative Buildings anyway, the police moved in.

• In 1935, the On-To-Ottawa Trek was organized to pressure the federal government to abolish work camps for single men. Prime Minister Bennett decided that the Trek must be stopped - but he wanted no riots in his home constituency of Calgary. And too many people were ready to join the Trek in Winnipeg. So he ordered the RCMP to stop the trekkers in Regina. The RCMP charged wildly into Regina's Market Square killing one of their own Regina City detectives. In less than minutes the Market Square was a mass of writhing groaning forms, like a battlefield.

• Today workers are facing the same employer-government-police-court coalitions. Workers at Gainers, Lakeside Packers, Zeidlers, ALCB and Suncor have the full support of U.N.A. in the on-going struggle to protect workers' rights.

THE BOYCOTT OF GAINERS PRODUCTS CONTINUES

Swift's Bacon—Premium, Lazy Maple, Sugar Plum, Capital, Eversweet, Royal Breakfast, Sunny Morning, IGA
Other Basons—Superior, Freirich, Royale, Capital, H.R.I., Hickory House, Food Services, Holiday, Sunshine, Devor, Royal Breakfast, Sierra, Armour, Country Morning, Alberta Gold, Harmonie.
Hams—Homesteader, Superior Dinner Hams, Captain Cabin, Royale, Superior Cottage Roll, Alberta Gold, Lazy Maple.

Meatloaf—Superior (Red & Gold Label).
Smoked Meats—Premium Corned Beef Brisket, Royale Pork, Superior Porks.
Party Sticks/Smoked Meats—Superior, Safeway, Alberta Gold, I.G.A.
Thin Sliced Meats—Safeway, Royale.
Weiners—Firebrand Pork, Firebrand Beef, Smokies, IGA Pork & Beef, Alberta Gold, Country Morning, Superior, Premium.
Smoked Hams—Superior, Sugar Plum.
Rings—Superior Blood Sausage, Fine &

Coarse, Garlic & Bolo.
Bolo—Superior & Salami.
Others—Magic Pantry.

NEW Gainers Song

A record of the Gainers' workers song "The Battle of 66th Street" is available from the UNA office for \$5.

LABOUR REVIEW COMMITTEE—JUST A HOLIDAY?

In line with U.N.A.'s current policy of non-cooperation with the Alberta Department of Labour, and in support of the principle of free collective bargaining, the U.N.A. Executive Board passed the following motion at the August, 1986, Executive Board Meeting:

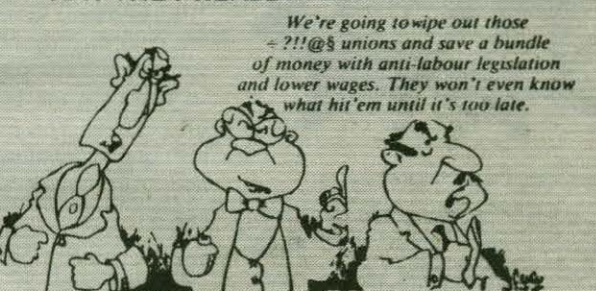
"U.N.A. SHALL NOT SUBMIT A BRIEF TO THE LABOUR REVIEW COMMITTEE"

WHEN THEY SAY:



WHAT THEY REALLY MEAN IS:

We're going to wipe out those - ?!!@& unions and save a bundle of money with anti-labour legislation and lower wages. They won't even know what hit 'em until it's too late.



BOYCOTT GAINERS' MEAT PRODUCTS



HEALTH & SAFETY

Is Someone Making a Game of Your Health? —Not in Provost!

by Barbara Surdykowski and
Trudy Richardson

The nurses in Provost - U.N.A. Local #69 are engaged in a lengthy struggle over the issue of working with anti-cancer drugs.

This is not a new issue. Three years ago a young Montreal nurse, a mother of two, died of lymphatic cancer. Her colleagues and health and safety experts believe that her work of preparing and administering anti-cancer chemotherapy drugs contributed to her death.

The Quebec Federation of Nurses filed a complaint with the Quebec Occupational Health and Safety Commission, alleging that the victim worked under conditions that were sorely inadequate for protecting the safety of health workers.

"There's not a doctor who can say her death was directly linked with the drugs, but they can't rule it out either", said Andree Saint Georges, a lawyer for the nurses' group.

Published studies have shown that the two dozen or so drugs used in chemotherapy, if not handled under proper conditions can cause a host of health problems, including skin irritations, birth defects, mutations, nausea, hair loss and cancer.

Since the nurse's death, two other Quebec nurses have died of cancer after working with chemotherapy drugs.

From the time the Quebec Federation of Nurses filed the first complaint, about 10 Montreal hospitals have been inspected for

inadequate protection of its workers in the handling of chemotherapy drugs.

Most Montreal hospitals have agreed to tighten procedures regarding the handling of the drugs, and when one hospital refused it was fined \$500. This hospital said it could not afford the \$100,000 needed to meet the Commission's standards, and decided to shut down its cancer treatment service rather than comply.

Hampering the Quebec nurses' struggle to make hospital work a priority for the Occupational Health and Safety Commission (which has not even replied to the Nurses Federation) is the attitude that nursing is not hazardous occupation. This is further complicated by doctors' attitudes to nurses who refuse to prepare drugs in unsafe situations — "What are you getting all worked up about?", they say.

The nurses in Provost know what they are "worked up about". They have studied the literature which reports that chemotherapy drugs used to treat cancer patients may also cause miscarriages in nurses who administer drugs. (New England Journal of Medicine, November, 1985) Scientists at the National Institute for Occupational Safety and Health (N.I.O.S.H.) in the U.S. say they have found a link between nurses who suffered miscarriages and their exposure to the anti-cancer drugs during the first three months of pregnancy. They found that nurses who lost a child were more than twice as like-

ly to have been exposed to the drugs in the first trimester compared with other non-exposed nurses. The latest research shows that the cumulative handling of parenteral antineoplastic drugs is a health threat.

Prior to the Fall of 1985, U.N.A. members in Provost had periodically prepared, administered and disposed of chemotherapy drugs. The handling of these drugs on a weekly or sometimes monthly basis, was done without benefit of any safety precautions or safety equipment. The drugs themselves were sent, with no extra precautions, by bus from Edmonton to Provost.

In the Fall of 1985, one member of this Local attended a workshop which provided information on the risks of chemotherapy administration. She shared this information with her co-workers. They began contacting various agencies for literature on the subject and advised the D.O.N. of their concerns. The Employer provided some preventative clothing, some safety equipment, and a policy on chemotherapy. The nurses determined that the policy and procedures were insufficient to their needs, and that the safety equipment did not adequately ensure their safety.

In February, 1986, the Local tabled the issue of chemotherapy drugs at a joint P.R.C./Health and Safety Committee Meeting. U.N.A. members gave notice to the Employer, that the nurses and patients, and in fact, the community were at personal risk from the hazards of chemotherapy.

In March 1986, members of the Local met with U.N.A. legal counsel to determine a plan of action to address this serious health threat.

In April, 1986, the majority of the members of the Local signed a letter to the Employer which gave notice that the employees listed were refusing to "prepare, administer, and dispose of cytotoxic agents" until the following condi-

tions were met:

1. That the same safety precautions and equipment be provided to these employees as that which is provided to the staff at the W.W. Cross.
2. That adequate in-service and routine up-dating be provided regarding chemotherapy.
3. That individual nurses retain the right to refuse to do chemotherapy where there remains a concern for her physical or mental well-being.

The Employer responded with the following proposal in order to resolve the dispute:

1. In-service to be provided on chemotherapy.
2. Review of the facility, by the W.W. Cross, with the view of making recommendations regarding:
 - i) policy and procedure - administration of chemotherapy.
 - ii) policy and procedure - implications for personnel.
 - iii) exposure and spill procedures.
 - iv) in-service and on-going training.
 - v) safety equipment and disposal.
3. Nurses will not be required to administer chemotherapy until such time as the recommendations of the W.W. Cross have been implemented and the required training completed.
4. The Employer will designate "chemo" nurses. These nurses will be solely responsible for providing this service to the community.
5. Once the recommendations from the W.W. Cross have been received, the Employer will undertake to implement them. The nurses will then be required to carry-out their duties as assigned.
6. If it is not feasible for the Employer to implement the recommendations, chemotherapy will no longer be pro-

vided to the Community by this institution.

7. The Employer will agree that women who are potentially child-bearing, who are pregnant, or who are lactating will not be required to perform duties that will expose them to the hazards of chemotherapy. These same nurses will be re-assigned to a safe work area.
8. The "chemo" nurses will be provided with specialized training at the W.W. Cross initially and will be updated every six months thereafter.

The members in U.N.A. Local #69 carefully considered this offer. They accepted the Employer's proposal, and the latest up-date from Provost indicates that:

1. The in-service on chemotherapy was provided.
2. The W.W. Cross reviewed the facility and made recommendations which the Employer has agreed to implement.
3. The Local is monitoring whether all the recommendations are implemented and are satisfactory.
4. The chemotherapy jobs were posted, and only nurses who were willing to prepare, administer and dispose of anti-cancer drugs (using the new procedures, equipment and training) have applied for the jobs.
5. No other nurses are required to handle these drugs.

Congratulations, to the members in Local #69 who have steadfastly opposed the inadequate conditions which pose a threat to their health and safety. Your courage and hard work should encourage other U.N.A. members to examine the issue of chemotherapy drug handling, and demand safe procedures, equipment and training. Your work has also resulted in a major piece of work for the U.N.A. Executive Board's Health and Safety Committee - more about this in the next Newsletter.

THE DO's AND DONT's OF ANTI-CANCER DRUGS

DONT's:

- Don't prepare parenteral antineoplastic drugs, if you don't have to. Ideally your hospital's pharmacy department should prepare them under a vertical laminar flow hood.
- If you must prepare them, as well as administer them, never do so until you have been thoroughly oriented and until you have all the necessary protective equipment.
- Don't prepare or administer parenteral antineoplastic drugs if you're pregnant, breast feeding or trying to conceive a child.

DO's

To lower your risk during administration, follow these guidelines from the U.S. National Study Commission on Cytotoxic Exposure:

- If preparing parenteral antineoplastic drugs is part of your job description, and a vertical laminar airflow hood isn't available, prepare the drugs in a secluded work space, away from heating and cooling vents and other health care personnel. Cover the work area with a disposable plastic-backed paper liner.
- Wear latex surgical gloves. (Gloves made of Polyvinyl chloride are permeable to some cytotoxic drugs.) Wash your hands before and after removing the gloves. Gloves aren't a substitute for hand-washing.
- Wear a disposable nonpermeable surgical gown with a closed front and knit cuffs that completely cover your wrists.
- Use syringes and intravenous (I.V.)s with Luer-Lok fittings, where possible. Always use

disposable syringes.

- When withdrawing drug from a vial, wrap a sterile alcohol rub around the needle and vial top.
- Before withdrawing reconstituted drug from a vial, vent the vial to lower internal pressure and to reduce the risk of spraying and spillage when you remove the needle from the vial's diaphragm.
- When expelling air bubbles from a filled syringe, wrap a sterile alcohol wipe around the end of the needle. If possible, measure the amount of drug in the syringe before removing the needle from the vial.
- When breaking the top off a glass ampul, make sure no liquid is in the tip. Wrap the ampul neck with a sterile alcohol wipe to prevent generating an aerosol spray and to protect your fingers from laceration.
- After preparing the drug, thoroughly wipe the external surfaces of syringes and I.V. bottles with alcohol wipes.
- Dispose contaminated needles

and syringes in a leakproof, puncture-proof container. To avoid sticking yourself, don't recap needles. To avoid any aerosol spray, don't clip a needle from the syringe.

- Place all contaminated items - including bottles, vials, and gloves - in plastic-bag-lined box for incineration. Discard excess drug solutions in a closed collection container, and label all waste products "Chemotherapy: Dispose of properly". Wear latex gloves when disposing of urine, vomitus, or feces from a patient receiving cytotoxic drugs.

To clean up spills, wear double gloves, a gown and a mask (if powder was spilled). Clean the area thoroughly with a detergent solution, then rinse with water.

IF AN ACCIDENT HAPPENS

Be sure you know what steps to take if one of these drugs comes in contact with your skin or eyes.

Wash your skin thoroughly with soap and water. If the drug gets in your eyes, flush with copious amounts of water or isotonic saline

eyewash (keep saline eyewash in the preparation area so you'll have it when needed). Report the incident to your employee health department and get medical attention if necessary. File a WCB form. Document the type and duration of the exposure for future reference and have regular periodic health checkups. Testing procedures should also be developed to assess the effectiveness of protective measures. Regular blood examination and assessment of mutagenicity of urine samples should be instituted.

If you are a nurse who works with anti-cancer drugs, you should ensure that your employer has instituted proper precautions to protect your health and safety. If you have concerns about the procedure being used in your institution they should be taken to your joint Occupational Health and Safety Committee and a target date should be set and adhered to for the establishment of a safe protocol for the handling and administration of these drugs.

john are already providing nurses to hospitals for casual shifts. How the nurses get paid seems to differ from company to company—some are paid directly by the hospital, some by the company concerned. In one case the nurses are paid \$11/per hour. This kind of contracting out is a violation of the Collective Agreement and must be grieved.

Contracting out practices pose a serious threat to job security, and it is the Union's position that such privatizing of health care not only

violates the Collective Agreement, but is also in direct opposition to U.N.A.'s position on universal, publicly-funded, and publicly-administered medicare.

Please monitor your workplace and report any form of contracting out to your Local President and to your Employment Relations Officer immediately.

2. COLLECTIVE AGREEMENT BOOKLETS

Copies of the Provincial Collective Agreement in booklet form were delivered to the A.H.A.

Office in Edmonton on September 11, 1986. A.H.A. will forward the booklets to each hospital employer. Check with your hospital—the employer has seven days from the date of receiving the booklets from the A.H.A. to distribute them to each nurse employed by the hospital. You have a further ten days to grieve if you have not been given a booklet.

3. ROYAL ALEXANDRA HOSPITAL

The R.A.H. received copies of the Collective Agreement between

U.N.A. and the R.A.H. on Friday, September 19, 1986. The employer must distribute those booklets by September 30, 1986. U.N.A. Local #33 has until October 14, 1986 to grieve the non-receipt of the copies.

4. CASUALS AND WCB

Despite what Article 30.01 says, casual employees are covered under the Workers' Compensation Board Act. The Act supercedes the Collective Agreement. Thus, casual employees should file WCB claims if injured at work.



1. CONTRACTING OUT

It has been brought to the attention of the Union that some employers are using private nursing companies for hiring casuals. Companies like Comcare and Up-

Statistics

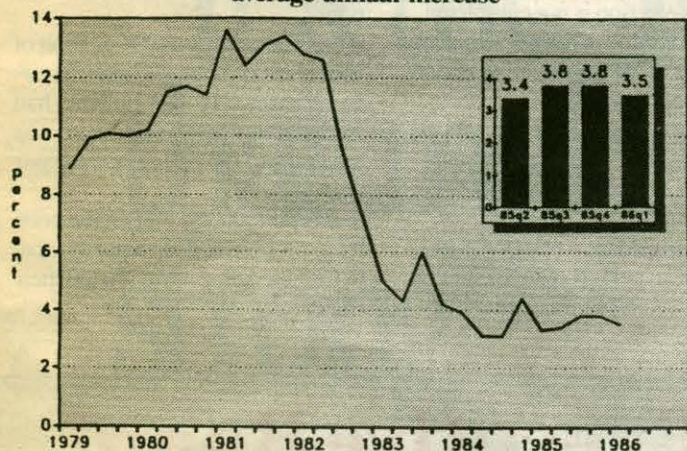
by Trudy Richardson

1. Consumer Price Index (C.P.I.)

The C.P.I. (all items) was up .8% in July, 1986. Food was up 1.3% for this period and energy was down -0.2%. The .8% increase on all items was the sharpest monthly increase in the C.P.I. since June 1983.

The year-over-year income increase in the C.P.I. (all items) was 4.2% for the 12 month period ending July, 1986.

Major wage settlements average annual increase



2. Labour Income

In May, 1986 the Federal Government's preliminary estimate of labour income was \$22.1 billion, up 4.9% over May, 1985. This was a smaller increase than the average growth rate (6.1%) for the first 4 months of 1986. The seasonally adjusted estimate of wages and salaries was virtually unchanged (-0.3%) in May, marking the fifth consecutive month of little change in the all-industry estimate of labour income.

Family Poverty Doubles in Alberta



Source: Poverty in Alberta, National Council of Welfare, news release, October 1985.

3. Executive Income

In 1985 workers' wages rose an average of 3.8% in Canada. During this same year the pay cheques of Canadian business executives soared by an average of 22.5%. This was one of the findings of a survey conducted by the Toronto Globe and Mail earlier this year.

Most increases in executive incomes came from stock-options, profit-sharing, housing allowances, interest-free loans, and huge pension supplements.

For example, the Chairman of Bell Canada received a modest 3% salary increase (total salary now

\$882,100) but the company contributed \$380,000 to his pension plan, and a subsidiary to Bell contributed a further \$500,000 to his pension plan. C.N.R. Chairman, J.M. Leclair, received \$290,000 in salary, a 16% increase. Canadian Occidental Petroleum pays its President \$361,000—a 38% increase. Carling O'Keefe pays \$401,000 (34% increase) and Inco Ltd. pays \$819,000 (73% increase) to their Chairmen. Seagram pays Edgar Bronfman, Chairman, \$1.4 million (8% increase) and Charles Bronfman, Vice-Chairman \$820,000 (82% in-

FIGHT BACK

By Nao Fernando

A chance remark during the May 1986 Strike Vote lead to a payout of over \$60,000 to the estate of a nurse who had passed away.

Dave Harrigan, the President of Local #1 at the Calgary General was supervising the May '86 Strike Vote when he overheard a nurse telling another nurse, that the nurse who had died recently was not entitled to a death benefit as she had opted out of the Life Insurance Scheme with the Calgary Civic Employees Benefit Society. President Harrigan intervened in the conversation, informed both nurses that no member of the bargaining unit could opt out of the benefits package, and initiated an investigation. The investigation lead to a filing of a Policy Grievance by Local #1 which claimed 2 years' pay to the Estate of the deceased in accor-

dance with the Collective Agreement.

Before the matter could reach Arbitration the Hospital relented. The Hospital, the Local has learned, pressured the Insurance Company to pay out the Insurance money.

It must be noted that employees at the Calgary General do not subscribe to the Alberta Hospital Association Plan but along with the employees of the City of Calgary subscribe to a Plan provided for them by the Calgary Civic Employees Benefit Society. The opting out clause had been removed in 1969 but the Hospital authorities continued to allow employees to opt out.

Was it a problem of communications, of dollars, or just plain incompetence on the part of the Calgary General?



OTHER NURSES

EMPLOYER'S OFFER "AN INSULT TO INJURY". B.C.N.U.



Earlier this year, B.C. nurses voted 91% to support a province-wide strike. The employer's last

offer was described as a combination of insult and injury. After mediation efforts failed, 15,000

creases). Seagram pays its President \$1.05 million—a 0% increase in 1985. Texaco Canada increased President J.L. Dunlap's salary to \$497,000 (77% increase) and Total petroleum paid its Chairman \$508,000 (49%) increase. And of special interest is Gainers' President, Leo Bolanes' salary and benefits. He makes \$310,000 per year and in the summer of 1986 received another \$10,000 raise. He is guaranteed 10% of any pre-tax operating profits over \$5 million. Gainers pays \$46,500 per year into a pension plan. He is given 2 cars, an expense account, \$1 million life insurance, a complete optical, dental, medical and prescription plan, and a free move back to the U.S.

4. Poverty

Meanwhile, government statistics indicate that about 4.1 million Canadians are living in poverty—one family in seven. In Alberta, family poverty doubled between 1981 and 1984. The poorest 20% of Canada's families earned 5.9% of total family income in 1984. The richest 20% of families earned 40.1%. Since 1981 the earned income of the bottom 20% of families has steadily declined and the earned income of the top 20% has steadily increased.

In 1981 the average income of the bottom 20% was \$11,913. In 1984 it was \$10,577. Conversely, for the top 20% the average income in 1981 was \$71,478 and in 1984 was \$71,885.

nurses in 133 hospitals prepared for a strike. In early June, B.C.N.U. began serving strike notices and staged rallies throughout B.C. Bill Bennett, Premier at that time, threatened to lock out the nurses saying there would be no strikes in B.C. during Expo. In July, Labour Minister Terry Segarty appointed a one-man Industrial Inquiry Commission to investigate and report on the 16-month dispute between the B.C.N.U. and the Health Labour Relations Association. Vince Ready, the appointed commissioner, was mandated to make non-binding recommendations with no power to impose a unilateral settlement. B.C.N.U. agreed to participate in the Inquiry, only if they were guaranteed an extension of the nurses' 90 day strike mandate from late August to however long the commissioner remained involved with the dispute. The first meeting of the B.C.N.U. and the Industrial Inquiry Commission was scheduled for September 17, 1986. So, while it may have been delayed, a province wide nurses' strike in B.C. remains a very serious possibility.

NEW ERO's

by Trudy Richardson

1. CALGARY OFFICE

U.N.A. is pleased to announce that David Harrigan has been appointed to a temporary staff position in the Calgary Office. David is replacing Marilyn Vavasour who is on maternity leave taking care of her new daughter, Caitlin.

Dave began his job as an Employment Relations Officer on September 15, 1986. Prior to that time, Dave was President at U.N.A. Local #1 at the Calgary General Hospital. As President, Dave has handled much of the grievance work at the Calgary General; has been on the Negotiating Committee which



bargained with the Calgary Civic Employees' Benefit Society; and has been an alternate at a U.N.A. Executive Board Meeting. Before becoming President of U.N.A. Local #1, Dave was a Ward Rep. and a member of the Professional Responsibility Committee.

Dave originally comes from B.C. where he attended University studying commerce, economics, and psychology before graduating as a nurse. He has been a member of the United Steelworkers of America and of the International

Woodworkers of America. He has worked as a First Aid Attendant, a recreation therapist, a coach of competitive swimming, and a psychiatric nurse.

Dave brings to his new job a strong commitment to work at reducing managements' power in decision-making in health care.

As his day-to-day involvement in Union business has increased, Dave has become interested in working full-time in labour relations. We welcome him to the E.R.O. position and look forward to working with Dave.

2. EDMONTON OFFICE

If U.N.A. had an award for flexibility it would have to be given to Nao Fernando. After covering the Calgary Office alone for most of the summer, Nao is once again Edmonton bound - this time to a permanent assignment in the Edmonton Office. Nao began working at U.N.A. as an Employment Relations Officer in Edmon-



ton in April of 1985. He filled a temporary vacancy to replace for a maternity leave; following which he replaced for another E.R.O. on maternity leave from the Edmonton office. In January of 1986 he was appointed into a permanent job as an E.R.O. in the Calgary Office. And now he is back in Edmonton. There was a time when we jokingly suggested U.N.A. open a Red Deer Office to cut down on Nao's travel time! We welcome Nao to the Edmonton Office and hope the winds of change blow gently around him for awhile.

NEW EPO

U.N.A. is pleased to announce that Trudy Richardson, former E.R.O., has transferred to the position of Education/Publications Office with U.N.A.

Prior to joining the United Nurses, she was the staff supervisor at the Boyle Street Community Services Co-op. Working there provided her with very intense insight into government operations in the areas of health services, labour and social services; and it was this insight that spurred her to seek employment with a union whose focus she felt to be the struggle to ensure fair and safe working conditions for its members, as well as quality care for its clients.

Those who have worked with Trudy in her capacity as E.R.O. will appreciate her dedication and hard work towards assisting the members of U.N.A. to fulfill their goals.

SYNOPSIS OF AUGUST EXECUTIVE BOARD MEETING

be dissolved as a Standing Committee of the UNA with the Terms of Reference and Long and Short Term Goals being incorporated into the Education Committee as these Terms of Reference are reflective of the long term goals of the Education Committee. The Editorial Committee became a Standing Committee at a time in UNA history when the Newsbulletin, Getting It Together, and the Grievance Newsletter were new or required major editing. As present, the time required to complete present and projected work of the Committee does not warrant maintaining a Standing Committee.

The Membership Committee has refined the Credentials Procedure to be used at UNA Meetings in order to streamline registration and expedite the business. Current UNA membership cards remain a requirement for both voting delegates and observers as part of the Credentials procedure.

The Executive Director is to apply for "Labor Education Grant in 1987 for the development of videos which will be an addition to the existing education program, and shall be designed to educate the rank and file members. A motion was passed to deduct Union Dues, at 1.1%, from all salary replacement paid to members, as individuals receiving salary replacement for doing UNA business are still members and should continue to pay dues. In addition, this would provide a means to recover revenue currently lost when members do Union business. Revisions were made to the 1986 budget and the proposed 1987 budget was presented.

The Steering Committee reviewed the Long and Short Term Goals of UNA which will be presented to the Annual Meeting, as well as the Policies regarding the Department of Labour and Compulsory Arbitration. An informa-

tion document on Compulsory Arbitration including reasons for UNA's stance on Compulsory Arbitration will be included in the Annual Meeting package. UNA has also developed a policy which recognizes nursing as a hazardous occupation.

Effective January 1987, Executive Board Meetings will revert back to the previous format of four (4) days. The dates for the next Executive Board Meeting are November 24-28, 1986.

During the Annual Meeting, South Central District will be hosting a banquet on the night of October 29 (Wednesday). Tickets cost \$20 each and are available from Angela Bunting, SCD district rep. Tickets must be bought in advance (2 weeks prior to Oct. 28) by writing to Angela Bunting at 64 Gleneagle Place SW, Calgary, Alberta T3E 6R5. There will be no tickets sold at the door.

ASK THE PARLIAMENTARIAN

By Flodia F. Belter
Registered Procedural
Parliamentarian

Questions and Answers:

Q. What is the distinction between the phrase "to elect" and "to appoint" to an office?

A. *Appoint includes elect.* Therefore, one who is elected may be said to be appointed to office but one who is appointed by the President cannot be said to have been elected to that office.

Q. Under what category does the election of officers properly come, if the election is not completed?

A. If the election is not completed, whether for one officer or more, it comes up at the next meeting under unfinished business.

Q. If a vote is taken on one officer at a time, do you vote on the president first or start on the other end of the slate?

A. The president is elected first.

Q. May a person who is not a member of an organization be ap-

pointed or elected as its parliamentarian?

A. Yes. This is not only possible but it is practical as well. A parliamentarian who is not a member of the organization is much less liable to be biased in opinion.

Q. In a recent annual meeting several members were unavoidably late and one of them moved to re-open the polls in order that they might vote in the election of officers. The chair ruled the motion out of order.

a. Was the ruling correct?
b. Is there no way to re-open the polls?

A. a. The answer to this portion of your question depends upon the circumstances. If the tellers had started counting the ballots, it was too late and the ruling of the chair was correct.

b. It is possible to re-open the polls by a motion and a majority vote before the tellers have started their work.

ARE YOU READY FOR THE ANNUAL MEETING

What are your priorities for the use of your dues dollar in 1987?

Over the course of 1985-86 significant problems have been developing over the relationship between the total revenue U.N.A. receives and the amount of service we provide to members.

Our revenue has been increasing very slowly since 1983, while each year our expenditures have been leaping ahead. Did you know that in 1983 our expenditures represented 71.9% of the revenue we received, while in 1985 expenditures were 94.8% of the revenue received?

Obviously, something has to

give. I believe we must cut back. We cannot continue to increase service at the rate we have been in recent years.

I also do not think a dues increase is in order at this time:

- members have personally not had any real increase in their salaries since 1982.

- the revenue we do receive must be managed more effectively before attempting to make an argument to members for additional dues deduction.

The Finance Committee, and indeed the entire Executive Board, has worked very hard to analyse the situation, identify priorities, and

recommend solutions. Unfortunately, we did not succeed completely. We were unable to produce a Balanced Budget to present to the Annual Meeting.

We now need your help! Again I ask - "What are your priorities for the use of your dues dollar in 1987?"

All of this (and more) is the Agenda for the 1986 Annual Meeting! I urge you to see to it that your opinion is known - talk to your Ward Reps., and your Local Executive and your delegates - better yet, get out personally to Local Meetings! Have your voice heard!

Be one of the decision makers! This is your Union!



UNIVERSITY

DATE	DISTRICT	WORKSHOP	LOCATION
Oct. 1	S.C.D.	Ward Rep	Calgary
Oct. 2	S.C.D.	Grievance I	Calgary
Oct. 7	N.D.	Grievance I CANCELLED	Grande Prairie
Oct. 9	C.D.	Grievance I	Red Deer
Oct. 15	N.C.D.	Ward Rep.	Edmonton
Oct. 16	N.C.D.	Grievance I	Edmonton
Oct. 16	Local 33	Basic Unionism	Edmonton
Oct. 22	S.D.	Ward Rep.	Lethbridge
Nov. 5	N.C.D.	P.R.C. I	Edmonton
Nov. 6	C.D.	P.R.C. I	Red Deer
Nov. 13	S.C.D.	P.R.C. I	Calgary
Nov. 18	S.D.	P.R.C. I	Lethbridge
Nov. 25	N.D.	P.R.C. I	Grande Prairie
Dec. 2	N.C.D.	Health & Safety I	Edmonton
Dec. 2	S.C.D.	Health & Safety I	Calgary
Dec. 3	C.D.	Health & Safety I	Red Deer
Dec. 4	N.D.	Health & Safety I	Grande Prairie
Dec. 4	S.D.	Health & Safety I	Pincher Creek
Dec. 4 & 5	Prov.	Health & Safety II	Calgary
Dec. 9	Prov.	Media	Edmonton

*as per Board policy for V.O.N., Health Units, Extendicare and C.P.L. only.

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